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IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re patent application of:

Adalberto, *et al.*

Appl. No.: 09/996,907

Filed: November 30, 2001

For: SELECTION OF INDIVIDUALS FROM  
A POOL OF CANDIDATES IN A  
COMPETITION SYSTEM

Art Unit: 2171

Examiner: to be assigned

Atty. Dkt.: 7189/72156

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Information Disclosure Statement

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GROUP 3600

Sir:

Submitted herewith is a listing of documents known to Applicants and/or their attorney in compliance with the requirements of 37 C.F.R. § 1.56. Copies of the listed document are also enclosed.

In accordance with 37 C.F.R. § 1.98(a)(3), Applicants' undersigned attorney submits the following concise explanation of the relevance of the non-English language documents cited on the accompanying form:

Reference B11, Japanese patent document JP11-120224, describes a system for performing personnel reshuffling based on required conditions. An English language abstract corresponding to this document is cited on the accompanying list of references as document B12.

Reference A31 is substantially cumulative of Reference A13. References A32-41 are substantially cumulative of Reference A12. Therefore, in accordance with 37 C.F.R. § 1.98(c) only copies of References A12 and A13 are being submitted.

Applicants do not waive any rights to appropriate action to establish patentability over any of the listed documents should they be applied as references against the claims of the present application. This statement should not be construed as a representation that more material information does not exist or that an exhaustive search of the relevant art has been made.

Consideration of the cited documents and making the same of record in the prosecution of the above-captioned application are respectfully requested.

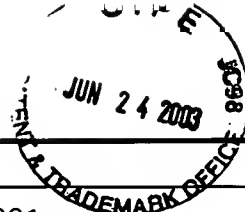
Applicants do not believe that any fee is due for the filing of this Information Disclosure Statement. However, the Commissioner is hereby authorized to charge any fee deficiency to our Deposit Account No. 06-1135 under Order No. 7569/73444.

Respectfully submitted,

FITCH, EVEN, TABIN & FLANNERY

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<b>PTO/SB/08A</b> Substitute for Form PTO-1449  <b>INFORMATION DISCLOSURE STATEMENT BY APPLICANT</b>  (use as many sheets as necessary)			Application Number	09/996,907	
			Filing Date	November 30, 2001	
			First Named Inventor	ADALBERTO et al.	
			Art Unit	2171	
			Examiner Name	To be assigned	
Sheet	1	of	4	Attorney Docket	7189/72156

U.S. PATENT DOCUMENTS					
Examiner Initials *	Cite No. <sup>1</sup>	Document Number Number-Kind Code <sup>2</sup>	Publication Date MM-DD-YYYY	Name of Patentee or Applicant of Cited Document	Pages, Columns, Lines Where Relevant Passages or Relevant Figures Appear
	A1	US-6,280,198 B1	08/28/2001	Calhoun et al.	
	A2	US-6,256,399 B1	07/03/2001	Poor	
	A3	US-6,181,909 B1	01/30/2001	Burstein et al.	
	A4	US-6,144,838	11/07/2000	Sheehan	
	A5	US-6,115,683	09/05/2000	Burstein et al.	
	A6	US-6,112,050	08/29/2000	George-Morgan	
	A7	US-5,987,302	11/16/1999	Driscoll et al.	
	A8	US-6,240,409	05/29/2001	Aiken	
	A9	US-6,295,439 B1	09/25/2001	Bejar et al.	
	A10	US-6,267,601 B1	07/31/2001	Jongsma et al.	
	A11	US-5,991,595	11/23/1999	Romano et al.	
	A12	US-5,437,554	08/01/1995	Clark et al.	
	A13	US-6,120,299	09/19/2000	Trenholm et al.	
	A14	US-5,879,165	03/09/1999	Brunkow et al.	

FOREIGN PATENT DOCUMENTS					
Examiner Initials *	Cite No. <sup>1</sup>	Foreign Patent Document Country Code <sup>3</sup> -Number <sup>4</sup> -Kind Code <sup>5</sup>	Publication Date MM-DD-YYYY	Name of Patentee or Applicant of Cited Document	Pages, Columns, Lines Where Relevant Passages or Relevant Figures Appear
	B1	WO 01/25971 A1 ✓	04/12/2001	Zwell	
	B2	WO 01/43035 A1 ✓	06/14/2001	Richardson	
	B3	WO 01/59598 A2 ✓	08/16/2001	Bouchard	
	B4	WO 01/61527 A2 ✓	08/23/2001	Collins	
	B5	WO 01/61670 A1 ✓	08/23/2001	Wheeler	
	B6	WO 01/13276 A1 ✓	02/22/2001	Gold	
	B7	WO 01/03034 A1 ✓	01/11/2001	Carlson et al.	
	B8	WO 99/54835 ✓	10/28/1999	Benheim	

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\*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

<sup>1</sup> Applicant's unique citation designation number (optional). <sup>2</sup> See Kind Codes of USPTO Patent Documents at [www.uspto.gov](http://www.uspto.gov) or MPEP 901.04.

<sup>3</sup> Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). <sup>4</sup> For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. <sup>5</sup> Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST.16 if possible. <sup>6</sup> Applicant is to place a check mark here if English language Translation is attached.

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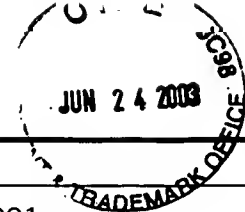
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	A15	US-5,672,060	09/30/1997	Poor	
	A16	US-5,170,362	12/08/1992	Greenberg et al.	
	A17	US-5,799,302	08/25/1998	Johnson et al.	
	A18	US-5,551,880	09/03/1996	Bonnstetter et al.	
	A19	US-5,416,694	05/16/1995	Parrish et al.	
	A20	US-5,197,004	03/23/1993	Sobotka et al.	
	A21	US-5,164,897	11/17/1992	Clark et al.	
	A22	US-5,117,353	05/26/1992	Stipanovich et al.	
	A23	US-6,289,340 B1	09/11/2001	Puram et al.	
	A24	US-6,275,812 B1	08/14/2001	Haq et al.	
	A25	US-6,272,467 B1	08/07/2001	Durand et al.	
	A26	US-6,088,686	07/11/2000	Walker et al.	
	A27	US-5,978,768	11/02/1999	McGovern et al.	
	A28	US-5,884,270	03/16/1999	Walker et al.	

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	B9	WO 99/17242 ✓	04/08/1999	Cooper et al.	
	B10	WO 98/39716 ✓	09/11/1998	Hodge	
	B11	JP11-120224 ✓	04/30/1999		
	B12	English language ✓			
		abstract of ✓			
		JP11-120224			

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		Number-Kind Code <sup>2</sup>			
	A29	US-5,832,497	11/03/1998	Taylor	
	A30	US-5,758,324	05/26/1998	Hartman et al.	
	A31	US-6,234,806	05/22/2001	Trenholm, et al.	
	A32	US-5,558,521	09/24/1996	Clark et al.	
	A33	US-5,458,493	10/17/1995	Clark et al.	
	A34	US-5,690,497	11/25/1997	Clark et al.	
	A35	US-5,709,551	01/20/1998	Clark et al.	
	A36	US-6,155,839	12/05/2000	Clark et al.	
	A37	US-6,168,440	01/02/2001	Clark et al.	
	A38	US-5,466,159	11/14/1995	Clark et al.	
	A39	US-5,716,213	02/10/1998	Clark et al.	
	A40	US-6,183,261	02/06/2001	Clark et al.	
	A41	US-6,193,521	02/27/2001	Clark et al.	

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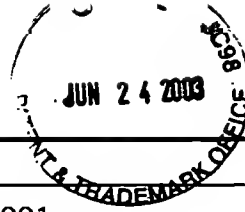
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PTO/SB/08B Substitute for Form PTO-1449  <b>INFORMATION DISCLOSURE STATEMENT BY APPLICANT</b>  <i>(use as many sheets as necessary)</i>		Application Number	09/996,907		
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		Art Unit	2171		
		Examiner Name	To be assigned		
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NON PATENT LITERATURE DOCUMENTS			
Examiner Initials *	Cite No. <sup>1</sup>	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published	T <sup>2</sup>
	C1	Daniel P. Lopresti, "A Comparison of Text-Based Methods for Detecting Duplication in Document Image Databases," Proceedings of Document Recognition and Retrieval VII (IS&T/SPIE Electronic Imaging), Volume 3967, pp. 210-221, San Jose, CA, January 2000.	
	C2	Daniel P. Lopresti, "Models and Algorithms for Duplicate Document Detection;" Proceedings of the Fifth International Conference on Document Analysis and Recognition, Institute of Electrical and Electronics Engineers, Inc., 1998.	
	C3	Paul S. Prueitt; Chapter 11 of <u>Foundations for Knowledge Management</u> ; 1999; printed from <a href="http://www.bcnegroup.org/area3/pprueitt/kmbook/Chapter 11.htm">http://www.bcnegroup.org/area3/pprueitt/kmbook/Chapter 11.htm</a> on October 15, 2001.	
	C4	Kennedy, et al.; Chapter 3 (relating to In-House Applicant Tracking Systems) from <u>Electronic Job Search Revolution</u> ; Wiley & Sons, 1994.	
	C5	Bandalos, D.L. and Sedlacek, W.E. (1987). <i>Changes in student values and attitudes over a decade</i> . (ERIC Document Reproduction Service, No: ED 290972).	
	C6	Ancis, J.R., & Sedlacek, W.E. (1997). Predicting the academic achievement of female students using the SAT and noncognitive variables. <i>College and University</i> 72 (3), 1-8 printed from <a href="http://www.inform.umd.edu/EdRes/Topic/Diversity/General/Reading/Sedlacek/1795.htm">http://www.inform.umd.edu/EdRes/Topic/Diversity/General/Reading/Sedlacek/1795.htm</a> on June 10, 2003.	
	C7	Sedlacek, W.E., & Adams-Gaston, J. (1992). Predicting the academic success of student-athletes using SAT and noncognitive variables. <i>Journal of Counseling and Development</i> 70, 724-727.	
	C8	Boyer, S.P., & Sedlacek, W.E. (1988). Noncognitive predictors of academic success for international students: A longitudinal study. <i>Journal of College Student Development</i> , 29, 218-222.	
	C9	Tracey, T.J., & Sedlacek, W.E. (1984). Noncognitive variables in predicting academic success by race. <i>Measurement and Evaluation in Guidance</i> , 16, 171-178.	

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